

Report to:	Public Board of Directors	Agenda item:	14
Date of Meeting:	29 May 2019		

Title of Report:	Bi-annual Diversity and Inclusion Steering Committee update (2019), including Equality and Diversity Priorities
Status:	For information
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Appendices	Appendix 1: Reporting requirements

Purpose

To update the Board of Directors on the activity of the Diversity and Inclusion Steering Committee for the period October 2018 – May 2019.

Background

The role of the Diversity and Inclusion Steering Committee, (hereafter DISCo/committee) is to provide oversight and guidance on the achievement of:

- The implementation of the Trust’s Equality & Diversity Policies and plans
- Compliance in line with the Equality Act 2010 including the requirements outlined in the Public Sector Equality Duty (PSED)
- Monitoring developments and progress with regards to the Equality Delivery System 2 (EDS2)
- Monitoring developments and progress with regard to the Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (the WDES is a new standard introduced by NHS England on 1 April 2019¹).
- Agreeing Trust wide annual priorities for equality and diversity, and the support necessary to deliver them
- Ensuring the Trust’s Equality plan complies and is consistent with legislative requirements, national and regional policy and any emerging new guidance
- Reporting to the Board of Directors on progress against the Equality plan.
- Ensure structures and processes are in place to meet the equality and diversity responsibilities of the Trust
- Bi-annual report to the Board of Directors with exception reporting as required.

For a summary of reporting requirements, see appendix 1.

Business Undertaken during 2018 to date

Standing items include:

1. Statutory Obligations

¹ *The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) that will enable NHS organisations to compare the experiences of Disabled and non-disabled staff. This information will then be used to develop a local action plan, and enable demonstrable progress against the indicators of disability equality.*

- **Gender Pay Gap Audit**

For the second time the Trust published a gender pay gap report in March, an annual requirement. From the results of the audit an action plan has been developed and is reviewed quarterly by the committee. The action plan focusses on reducing the gap in the medical workforce pay as this is where the greatest disparity is to be found again, including:

- Exploring opportunities for more flexible or alternative shift working across the organisation and how this could be introduced into a wider range of roles, including those at senior medical level.
- Continue working with other NHS organisations and partners to learn from best practice and explore opportunities to develop joint activities.

- **WRES (Workforce Race Equality Standard)**

The committee will publish the WRES data for the Trust in July this year ahead of the annual August deadline. An action plan to address areas of inequality identified through the data will be developed with input from the BAME staff network and the committee. The committee reviews progress against the plan quarterly. In recognition of the importance of this work, elements of the WRES action plan from 2017/2018 were incorporated into the Trust equality objectives, (with a focus on leadership and career progression) in recognition of the work that is ongoing to reduce inequality specifically around race. As a result, the Trust is about to launch a reverse mentoring scheme between BAME staff and the Executive team.

- **WDES (Workforce Disability Equality Standard)**

This year sees the introduction of a new requirement for NHS organisations to report on our staff disability data and our progress towards equality for staff with disabilities. The report will be produced in July. Preparation to ensure the Trust is able to comply with the new standard is underway. It is anticipated that, like many Trusts, a key action for the first few years of implementation will be improving staff declaration rates, (for existing, rather than new staff) to ensure the action planning falling out of the data is meaningful.

- **Equality Delivery System 2 (EDS2)**

The committee reviews the objectives annually and involves key stakeholders in this review, (see section 2 for further detail). The requirement to use EDS2 to form objectives is written into the NHS standard contract as is the requirement to publish the objectives.

2. Equality Objectives

The committee reviews and monitors progress against 4 equality objectives (as part of the EDS2) on a quarterly basis. The objectives are developed following the annual diversity and inclusion event to which staff, patient representatives and community partners are invited to input – the most recent event was 1 May. The committee review and collate feedback to give a score against each of the four indicators outlined by EDS2 and objectives are developed for each of these indicators. At the end of the year, the objectives are scored according to how well the objective has addressed inequalities against the 9 protected characteristics in the Equality Act, (Age, Disability, Gender Reassignment,

Marriage and Civil Partnership, Pregnancy, Race, Religion, Sex). The indicators are scored as follows:

Excellent - Evidence covers all 9 protected characteristics

Achieving - Evidence covers 6-8 protected characteristics

Developing - Evidence covers 3-5 protected characteristics

Underdeveloped - Evidence covers 2 or less protected characteristics

In previous years the Trust has reviewed and changed its objectives annually. In order to maximise the ability to make real change in these areas, the committee has decided to focus on two new objectives for the next two years (better patient outcomes and a representative and supported workforce) and roll over two of last year's objectives, enabling this work to continue to conclusion. The new objectives were discussed at the diversity and inclusion event on 1st May and will now be worked up into a two-year plan.

The scores against this year's objectives relate to last year's performance (2018/19).

EDS2 Indicator & Objectives for 2019/2020	Overall Score for 2018/2019
<p>A Representative and Supported Workforce 2019-2021 Following this year's Inclusion event, the Trust will be focussing on sensory loss for the next two years. Specific objectives are in the process of being developed but will include awareness raising, support for staff with sensory loss, a focus on those with sensory oversensitivity (recognising the link between learning disabilities and autism which is the focus for the Trust's 'Better patient outcomes' objective)</p>	Developing
<p>Better Health Outcomes 2019-2021 Focus on learning disabilities and autism, recognising the development needed to improve access to care and better quality care for patients with learning disabilities and autism. This objective links with the 'Digital Future' Strategy as well as focussing on the physical environment (need for changing places facilities) and ability to flex and provide patient centred care.</p>	Developing
<p>Improved Patient Access and Experience 2018-2020 Review of maternity services which seeks the views of service users to redesign services which meet the needs of patients and their families.</p>	Achieving
<p>Inclusive Leadership 2018-2020 Develop mentoring opportunities for BAME staff who are considering career progression within the Trust and scope opportunities for reverse mentoring to progress BAME agenda</p>	Developing

3. Planned Events

The committee organise and run the annual Diversity and Inclusion event and also partake in other relevant Trust activities such as the annual Health and Wellbeing week.

4. Staff Engagement

The committee continues to increase its input this year of staff engagement activities. There are now three staff networks within the Trust, for staff with disabilities, BAME staff and LGBT+ and allies. This work has enabled the committee to work towards achieving the goals set out in the WRES and Equality objectives for the year. Work is continuing to maximise the promotion of these networks and supporting them to flourish. They provide valuable expertise and lived experience to the committee.

The committee has also agreed to revisit its terms of reference and the meeting formats to encourage greater input from staff to the equality agenda.

5. Regular updates

- **Policies** (for comment). The Equality and Diversity Officer has provided support to numerous policy developments over the past few months, assisting with the completion of Equality Impact Assessments. Additionally the committee has provided support and input into the development of a supporting transgender patients policy, guidance for supporting transgender staff and input into a number of human resource policies including the staff supporting attendance policy
- The committee has been asked to develop a new Equality Impact Assessment, which will ensure these are completed prior to policies being written or updated.
- Additionally the committee has provided support and input into the development of a 'supporting transgender patients policy', guidance for supporting transgender staff and input into a number of human resource policies including the staff supporting attendance policy
- The committee works with the staff survey working group as many of the themes that come out of the staff survey directly impact and inform the work of the DISCo.

Key Risks and their impact on the Organisation

Risks are reviewed each meeting and additional risks from the meeting identified and taken forward by the relevant lead.

Key Decisions made by the committee (Approved by Board of Directors)

- The EDS2 and Trust Objectives for the year
- The WRES Action Plan
- The Gender Pay Gap Action Plan
- Disability Confident charter, (replaces the two ticks scheme). Currently the Trust is operating at the first level: Disability Confident which is that we are 'committed', and plan to work towards and achieve 'confident' 2019/2020.
- Staff Engagement – launched a third staff network for LGBT+ and allies.
- Policies – reviewing the Equality Impact Assessment process and template.

Exceptions and Challenges

None identified.

Governance and Other Business
The meetings are convened under the committee's Terms of Reference.
Future Business
<ul style="list-style-type: none">• The WDES Action Plan (July/August 2019)
Recommendations
The Board of Directors is asked to note the report.

Appendix 1

Report	When	Who
WRES (workforce race equality standard)	August	NHS England & CCG
WDES (workforce disability equality standard)	August	NHS England & CCg
Gender Pay Gap	March	Government gender pay gap portal
EDS2 (equality delivery system 2)	Every 3 years (currently May)	CCG (contract requirement)
PSED (public sector equality duty)	Annually (currently May)	CCG (contract requirement)
DISCo Update	Bi-Annual	Trust Board
Equality and Diversity Update	Annual (currently October)	Trust Board (update on all of the above)